✓ maybe preserve 1

App F IX 4

Previous References 1935 (ml)

File No 150 – 35

Serial Nos 1, 2

Letter References

GENERAL AND REVENUE SECRETARIAT

Serial Nos 2WD

Part B for Feb 38

SUBJECT

Sweepers and Scavengers q Tn B c/f mtly

WD 0295—GPB—22 500—15 8 37

12 2 38

Sweepers & Scavengers of the Bangalore city Municipality

General and Revenue Secretariat | Ml File No 150 of 1935 | [App F III—2

Serial No	
1	Letter No A1-1560 dated 6-12-35 from the Municipal Commissioner Bangalore city soliciting sanction to the resolution of the Municipal council for the grant of certain concessions to the sweepers and scavengers of the Municipality resulting in an extra cost of Rs 7 800 per annum 1) The several recommendations of the Special Committee appointed to go into the question of improving the conditions of the sweepers and scavengers of the Municipality are contained in the P U D The committee have also recommended the entertainment of two clerks on Rs 25-1-30-1-40 p m each to attend to the maintenance of service registers etc to the menial staff The extra cost is reported to be Rs 7,800 per annum The proposals have been approved by the Municipal council and they are proposed to be given effect to from 1-7-36, making the necessary provision in next year's budget 2) The Financial Secretary may be consulted Retd 12/12 M 17/12 3) There is another file in which the several orders of the concessions to be allowed to the Sweepers Scavengers in all Metrs is under consideration on a promise made in the Legislative council That file may be put up to refer A 17/12

NOTE.—Contn Sheet

WD 03 94—GPB—30 000—18-7 35

Sweepers and Scavengers of the Bangalore city Municipality

MR File No 150 2670/I of 1933 | General and Revenue Secretariat

4) The connected file is linked hereunto ⊕

Rom 13/12 MR 13/12 — ~~[illegible]~~

— ~~[illegible]~~

— ~~[illegible]~~

— ~~[illegible]~~

~~[illegible]~~

5) Please note of the concessions allowed in Madras if information is available here

—

MR 14/12

—

1) The grant of leave etc to the Madras corporation establishment is regulated by ~~Section~~ the Regulations framed by the Standing Committee under Section 95 of the Madras city Municipal Act ~~[illegible]~~ A copy of the Regulations is not available in this Branch —

Rom 14/12 MR 14/12

7) The Financial Secretary may be consulted in regard to the proposals of the Rural Council -

8) The necessity for granting these concessions to the employees is being urged in the Depre Assembly & the depre Council and in accordance with promise made proposals in this behalf have been called for from the Town & Rural Metres

Chief Secy)

MR 21/12

9) Rom 23/12 35 — MR 24/12

10) Finl Secy

FINANCIAL SECRETARIAT O No FI 1499 26 DEC 1935

⊕ This relates to Town & Rural Metres which have been removed MR

I

The connected file may be put up with this before submission

CHIEF MR

23 DEC 1935

MR The Connected file is linked hereunto

24/12/35

Serial No

Je 1499

11) Before considering the proposal which is stated to result in an extra cost of Rs 7 800/- per annum to the Municipality I would suggest an examination of the condition of the finances of the Municipality and its ability to bear the recurring cost Also whether there is any similar arrangement in the Madras corporation or in the C & M Station Municipality may be ascertained and if there is details thereof may be obtained and compared with those proposed herein

12) The services of this class of servants require no special qualification or training and there is no outside competition for the service In such a case why any gratuity should be paid at all and whether a system of heriditary ~~rights of~~ appointments will not do is a point for consideration

13) If it is decided to grant these concessions whether it cannot be done without incurring any extra cost or without incurring much extra cost by reducing the pay of all the scavengers by a rupee or eight annas may also be considered

14) As regards the details of the scheme it may be stated that there need not be three kinds of leave as proposed There might be only one kind of leave with provision for some casual leave They need not be compulsorily retired at the age of 60 as proposed Such

NOTE—Contn Sheet

W D 03 94—GPB—30 000—18 7 35

Sweepers and scavengers of the Bangalore city Mcly-

MR File No 150 2670/1/35 of 1935 | General and Revenue Secretariat

an absolute rule will necessitate compulsory retirement and payment of gratuity they may be kept on in service till they are found fit for service & like other menial servants

16/4

B 16/4/36

17/4

15) Draft to the Municipal Comm on the above lines is submitted for consideration

Rmr 22/4

16) Mysore and Chiefseq) 23/4

17) 2nd member)

24/4

18) MM 27/4/36

19) [illegible] 27/4

3 APR 1936

REVENUE SECTION 7 APR 1936 LA SECTT

The Municipal Comm Bangalore city 2

No L 8316 dated 29-4-36

Requests that the proposals may be ~~rejected~~ reconsidered in the light of the observations made therein -

Secs A MM L 2/5 4/5/36

Grant of certain concessions to the Sweepers and Scavengers of the Bangalore city Municipality

General and Revenue Secretariat — Mel File No 150 — 2670/35 — 2484 of 1935 — [App F III—2

Serial No

Letter dated 30-11-36 from the Secretary, Mysore State Harijan Sevak Sangha praying for the issue of early orders on the recommendation of the Bangalore City Municipal for the grant of leave, maternity benefit, gratuity etc to the sweepers and scavengers of the Municipality -

2) The Municipal Comm submitted certain proposals of the Municipal Council for the grant of certain concessions to the sweepers and scavengers of the Municipality - But in view of the views furnished by the Fl Secy on those proposals, the Municipal Comm has been told ~~requested~~ in this office letter No L 8316 dated 29-4-36 that ~~suggest~~ the Municipal Council may be requested to reconsider these proposals in the light of ~~criticisms~~ the observations of the Fl Secy He was last reminded on 20-11-36 A reply may perhaps be sent to the Secy of the Sangha that the matter is under consideration.

Flag A

Vide paras 11 to 14 of the notes below

Flag B

2) Submitted for orders

Rep 2/12/36

2/12/36

Ch Secy) 2a A letter suggesting that in a matter like this the Comm should have delayed sending a final reply It is 7 months now since the reference was made from here Please look into the delay pointing out the

2B Yes

3/12

NOTE—Contn Sheet

WD 0417—GPB—60,000—8 9 36

Sweepers and Scavengers of the Bangalore city Municipality

Re File No 1SD 2484-5/2711 of 1935 | General and Revenue Secretariat

Serial No

Two drafts are submitted for approval

Rem for 4/12

25 4/12/36

The Municipal Commr, B city

D O Nr 24194 dated 10-12-36

Requests him to expedite the submission of the final proposals in the matter

The Secy Harijan Sevak Sangha

Nr 24195 dated 10-12-36

States that the matter is under the consideration of Govt -

✓ Sec A 11/12

D O letter No A5-1560/35-36 dated 11-12-36 from the Municipal Commr, Bangalore city stating that the matter is before the Managing Committee & that the resolution of the Municipal Council will be intimated in due course -

25 Submitted for perusal The receipt of further report may be awaited - Refer para 22 supra

Rem for 15/12

Yes MS 16/12

88 16/12/36

16/12

Ch Secy)

Letter Nr A1-1560 35 dated 7-10-37 from the Municipal Commissioner, Bangalore city forwarding a revised resolution in the matter -

CHIEF RET A * 16 DE 1937 * GOVT OF MYSORE

Sweepers and scavengers of the Bangalore city Municipality -

General and Revenue Secretariat — File No 152 of 193 - [App F III—2

Serial No

9. The present proposals of the Municipal Council are the following :-

1) Payment of gratuity is absolutely necessary

2) No reduction of pay is possible as suggested by the Fl Secy

3) Casual leave for 12 days in a year

4) Additional leave for 15 days subject to a maximum of one month sick leave to males

5) Maternity leave for 6 weeks to females

6) These servants need not be retired at the age of 60

7) The question of granting leave benefits etc generally to the sweepers and scavengers of all Municipalities in the State is separately under consideration It does not seem to be necessary to have a separate rule for the Bangalore city Municipality as the general rule can be made applicable to this Municipality also

8. Submitted for orders with reference to paras 1 supra 11-5-18

Rept from 17/10 In view of the General rules to issue in this behalf I do not consider any separate rules necessary in this case

NOTE—Contn Sheet

WD 0284—GPB—30 000—13-8-37

(Secy I S S) Municipal Dept

File No of 193

General and Revenue Secretariat

Inward GL 150-35-1

City Municipal Office

No A1-1560
2 encs

Bangalore, dated 5th Dec 193 5
646

2670/2

From

M SESHADRI ESQ, M A
Municipal Commissioner,
Bangalore City

To

A V Ramanathan, Esq , B A ,
Chief Secretary to the Government of
His Highness the Maharaja of Mysore
Bangalore

Sir

I have the honor to state that the Municipal Council appointed on 9th March 1935 a Committee consisting of the - - - Councillors noted in the margin to go into the question of conditions of service and employment of the scvangers and sweepers of this Municipality and to suggest means of improving them

The Committee met four times and had informal discussions and also considered the conditions of service of - - sweepers in other Municipalities and recommended that the following concessions me be extended to them -

1 The Municipal Commissioner (Convenor)
2 The Health Officer
3 The Municipal Engineer
Messrs
4 K T Bhashyamiengar
5 C N Narasinga Rao
6 S Sitaramaiya
7 W H Hanumanthappa
8 B Abdur Rahmon
9 B S Sankarappa Setty

1 Privilege leave on full pay -One day's privilege leave for each month of active service and not exceeding 12 days in a year
2 Sick leave on full pay -Fifteen days to be granted in case of persons who have no privilege leave at their credit Sick leave may be extended up to one month on full pay on the certificate of the Health Officer or the Medical Officer of the Hospital where the person is an in-patient
3 Maternity leave to be granted to women for six weeks on full pay
4 Gratuity or Bonus -To be paid to persons who retire or die after having put in more than 15 years of approved service at the following rates -

(1) From 15 to 25 years of service -One third of a month's salary for each year of active service

(2) From 25 years upwards -Half a month's salary for each year of service subject to a maximum of Rs 150/ (to be paid in instalments)

They have also recommended the entertainment of two clerks on Rs 25-1-30-1-40 each to attend to the maintenance of service registers, correspondence with the grant of leave &c to the conservancy staff whose number is more than 600

Having in view the poverty ~~and misery~~ of these low paid municipal sweeping staff who cannot be replaced and whose labor contributes in no small measure to the general public health, the Council approved of the recommendations of the Committee in toto at their meeting held on 9th November 1935 Copies of the resolutions of the Committee and the Council are herewith forwarded with a request that you will be so good as to obtain early sanction of Government thereto The extra cost involved in the proposals amounts to Rs 7,800/- per annum The bonus proposed to be paid in 12 monthly instalments so as to enable the sweepers to adjust themselves to the reduced income or to accommodate the heirs of the deceased person for sometime till he or she finds out some means of employment

The scheme if sanctioned will be given effect from 1st July 1936, making due provision for the extra cost in the next year's budget

I have the honor to be,
Sir,
Your most obedient servant,

M Devadoss
Municipal Commissioner

ss

Forwarded with compliments

Hon President

Report -

We have carefully examined the report placed before us by the Health Officer Under the present conditions the tenure of employment of these persons is non-pensionable and no kind of leave is admissible to them with pay We consider that the following concessions must be extended to them

1 Privilege leave of one day for every month of active service and not exceeding 12 days in a year The leave will not accumulate

2 Fifteen days sick leave on full pay In the case of persons who have no privilege leave at their credit, sick leave may be extended up to one month on full pay on the certificate of the Health Officer or the Medical Officer of the hospital where the person is an in-patient

3 In the case of women in addition to the above, maternity leave for six weeks on full pay should be allowed

4 Sweepers and scavengers should ordinarily be retired at the age of 60 Persons who have passed this age should not be continued in service except on special grounds

5 Every sweeper or scavenger may on retirement be paid a gratuity according to the following scale

1 From 15 to 25 years of service 1/3 of a month's salary for each year of active service

2 From 25 years upwards Half a month's salary for eadh year of service subject to a maximum of Rs 150/-

The gratuity will be admissible only to those who have put in more than 15 years of approved service In case of death or disablement a compassionate gratuity at the same rate may be allowed

6 No boy or girl below the age of 14 should be employed as a sweeper or scavenger

The grant of these concessions will entail the maintenance of a service roll for every sweeper and scavenger This will involve heavy clerical labour For this work we think two additional clerks will be necessary They may be put on the grade of Rs 25-1-30-1-40

The extra cost involved in these proposals will be as

PTO

detailed below -

Cost of proposals -

Total number of sweepers and scvangers		650	
1 Privilege leave allowance	650 x 8		Rs 5,200
(assuming that all the 650 hands take leave and half of them fall ill			
2 Maternity leave -			
Average 25 females who bear children during a year	25 x 15		375
3 Gratuity -			
(assuming that 10 persons retire or die every year	135 x 10		1,350
4 Two clerks on Rs 25-1-30-1-40	33 x 2 x 12		1,792
			7,717 or 7,800

Sd/ K T Bhashyamiengar (with note of dissent) 16/8/35

" B A Rahmon 17/8-35

' B S Sankarappa Setty 17/8/35

" -S Sitaramaiya 18/8/35

' C N Narasinga Rao 19/8/35

" N Seshadri 23/8/35

Copy

M Venkatarao

Municipal Commissioner

3/12

ss

Proceedings of an ordinary General Meeting of the City Municipal Council, Bangalore, held on Saturday the 9th November 1935 at 12 noon in the Council Chamber of the City Municipal Office, Bangalore

Present

Rao Bahadur B K Garudachar, Esq ,
Honorary President

Councillors -

1	Mr B Kempanna	12	Mr C Nayavadana Rao.
2	Mr S V Sreenivasa Setty.	13	Mr. C M Garudachar
3	Mr K T Bhashyam Iyengar	14	Mr M P Somasekhara Rao
4	Mr Ramlal Dhiwari	15	Mr S Sitharamiah
5	Mr K S. Kamakshiah Setty	16	Mr T S Raghavachar
6.	Mr V B L Narayan	17	Mr M Chinnaswamy
7.	Mr Y N. Venkataramanappa	18	Mr P. Subbarama Chetty.
8	Mr. D Venkataramanappa.	19	Mr Azizuddin Mekhri
9	Mr. M Muniswamappa	20.	Mr J R Isaac
10 .	Mr. H Sreenivasa Murthy.		
11	Mr C N. Narasinga Rao		

Absent

1.	Mr R Venkataswamy	6	Mr S N M Razvi
2	Mr W H Hanumanthappa	7	Mr. B Abdul Rahman
3	Mr. K S Kamakshiah Setty	8	Mr S Yellappa.
4.	Mr S K Venkataranga Iyengar		
5	Mr O S Nasarulla Sheriff		

Vacant

One

8 Opinion of the Managing Committee meeting dated 30th October 1935

approving the report of the special committee corstituted to devise means for improving the conditions of service of the sweepers and scavengers of the City Municipality

Resolution -Approved

Sd/ B K Garudachar,
Hon President

Copy

ss

Municipal Commissioner

Appendix F G—1]

SUBJECT

Section m1

File No 150-35

Serial No 2

Diary No of letter replied to

No L 8316

To

The Municipal Commissioner,
Bangalore city
(through the President)

General and Revenue Secretariat

( )

the *193*

Sir,

Date of issue 29-3-6

With reference to your letter No A1-1560 dated 6-12-1935 soliciting sanction to the resolution of the Municipal council for the grant of certain concessions viz leave, gratuity etc to the sweepers and scavengers of the Municipality resulting in an extra cost of Rs 7,800 p.a. annum I am directed to state that before considering the proposals, the condition of the finances of the Municipality and its ability to bear the recurring cost may

Signed by M T S N

List of enclosures

Copied by

Examined by

WD 03601—GPB—30 000—23 9 35

be examined It may also be ascertained whether there is any similar arrangement in the Madras Corporation or in the C & M Station Bangalore and if so details thereof may be obtained and compared with those proposed by the Municipality -

I am also to suggest for the consideration of the Municipal Council the following points connected with the proposals -

1) The services of this class of servants require no special qualifications or training and there is no outside competition for the service In such a case why any gratuity should be paid at all and whether a system of hereditary appointments will not do is a point for consideration

2) If it is decided to grant these concessions, whether it cannot be done without incurring any extra cost or without incurring much extra cost, by reducing the pay of all the scavengers by a rupee or eight annas may also be considered

3) As regards the details of the scheme, it may be stated that there need not be three kinds of leave as proposed There might be only one kind of leave with provision for some casual leave.

G R S App F G 3

GENERAL AND REVENUE SECRETARIAT

(Continuation sheet draft form)

They need not be compulsorily retired at the age of 60 as proposed, as such an absolute rule will necessitate compulsory retirement and payment of gratuity they may may be kept on in service till they are found unfit for service like other menial servants

I am to request that these proposals may be reconsidered by the Municipal Council in the light of the above observations and their final recommendations submitted for the orders of Govt

I have etc

for Chief Secy to Govt

WD 0186—GPR—15 000—6 9 34

GOVERNMENT OF HIS HIGHNESS THE MAHARAJA OF MYSORE

General and Revenue Secretariat

Dated Bangalore 28th April 1936

No L 8318

Ml 150-35-2

From

The *Chief Secretary to the Government of His Highness the Maharaja of Mysore*

To

The Municipal Commissioner
Bangalore City
(through the President)

Sir

With reference to your letter No A1-1560 dated 6th December 1935 soliciting sanction to the resolution of the Municipal Council for the grant of certain concessions viz leave, gratuity etc , to the sweepers and scavengers of the Municipality resulting in an extra cost of Rs 7 800/- per annum I am directed to state that before considering the proposals the condition of the finances of the Municipality and its ability to bear the recurring cost may be examined It may also be ascertained whether there is any similar arrangement in the Madras Corporation or in the Civil and Military Station Bangalore and if so details thereof may be obtained and compared with -- those proposed by the Municipality

I am also to suggest for the consideration of the Municipal -- Council the following points connected with the proposals -

1 The services of this class of servants require no special qualification or training and there is no outside competition for the service In such a case why any gratuity should be paid at all and whether a system of hereditary appointments will not do is a point for consideration

2 If it is decided to grant these concessions whether it cannot be done without incurring any extra cost or without incurring much extra cost by reducing the pay of all the scavengers by a rupee or eight annas may also be considered

3 As regards the details of the scheme, it may be stated that there need not be three kinds of leave as proposed There might be only one kind of leave with provision for some casual leave They

They need not be compulsorily retired at the age of 60 as proposed as such an absolute rule will necessitate compulsory retirement and payment of gratuity They may be kept on in service till they are found unfit for service like other menial servants

I am to request that their proposals may be reconsidered by the Municipal Council in the light of the above observations and their final recommendations submitted for the orders of Government

I have the honor to be,

Sir

Your most obedient servant

Jan draft)

For Chief Secretary to Government

c 2

Mysore State Harijan Sevak Sangha

(Registered under Mysore Societies Registration of 1904)

Provincial Board of the
All India Harijan Sevak Sangh
DELHI

2484
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ಮೈಸೂರು ಸಂಸ್ಥಾನದ ಹರಿಜನ ಸೇವಕ ಸಂಘ, ಮಲ್ಲೇಶ್ವರಂ, ಬೆಂಗಳೂರು

President
Sjt P Subbarama Chetty M L C
Treasurer
Sjt S L. Mannaji Rao
Working Secretary
Ramachandra

MALLESWARAM—BANGALORE

Date November 30 1936

The Chief Secretary to Government of Mysore,

REV. SECT.
DEC 1936
L. & L. BRANCH

BANGALORE

1 DEC 1936 CHIEF SECRETARY'S OFFICE GOVT OF MYSORE

1/12/36

Dear Sir,

I have the honour to make the following representation to you to pass early orders for the grant of leave gratuity, maternity benefit etc to the sweepers and scavengers employed by the Bangalore City Municipality

The Bangalore City Municipal Council have approved of certain concessions to be given to the sweepers and scavengers and their resolution is before Government for sanction During the supplementary questions asked by me at the last Representative Assembly Sessions you were kind enough to assure that early action will be taken on the resolution of the Bangalore City Municipal Council

Living as I do just adjacent to the sweepers and scavengers' quarters in Seshadripuram I am daily asked by many of them when they will be given the above facilities I therefore request you to kindly pass early orders sanctioning the recommendations of the Bangalore City Municipal Council

Mysore State Harijan Sevak Sangha

(Registered under Mysore Societies Regulation of 1904)

Provincial Board of the
All India Harijan Sevak Sangh
DELHI

ಮೈಸೂರು ಸಂಸ್ಥಾನದ ಹರಿಜನ ಸೇವಕ ಸಂಘ, ಮಲ್ಲೇಶ್ವರಂ, ಬೆಂಗಳೂರು

MALLESWARAM—BANGALORE

President
Sjt P Subbarama Chetty M L C

Treasurer
Sjt S L Mannaji Rao

Working Secretary
Ramachandra

Dte 193

- 2 -

thanking you

I remain

Ever yours in Service

Ramachandra

SECRETARY

Appendix F G—1]

SUBJECT

Draft I

Section

File No

Serial No

Diary No of letter replied to

No L 4194

To Dear Sir,

I am desired to make reference to this office letter No L 8316 dated 29-4-36 requesting that the proposals of the Municipal Council for the grant of leave, gratuity, maternity benefit etc to the sweepers and scavengers of the Municipality may be reconsidered in the light of certain observations made therein and to state that it is surprising that in a matter like this, the furnishing of a final reply ~~has not~~ should have been delayed for over seven months and to request that the final proposals of the Municipality in the matter may kindly be expedited

General and Revenue Secretariat

( )

the *193*

Date of issue 10-12-36

Signed by Mr ~~M. Kukatanamaya~~ BTK

List of enclosures

Copied by

Examined by

Yours sincerely

M Seshadri Dy M A
Mc commrs, B alty

4/12/36

WD 03601—GPB—30 000—23 9-35

L 4194

GENERAL AND REVENUE SECRETARIAT

Dated Bangalore 9th December 1936

Dear Sir

I am desired to invite reference to this Office letter No L 8316 dated 29-4-1936 requesting that the proposals of the Municipal Council for the grant of leave, gratuity, maternity benefit, to the sweepers and scavengers of the Municipality may be reconsidered in the light of certain observations made therein and to state that it is surprising that in a matter like this, the furnishing of a final reply should have been delayed for over seven months I am to request that the submission of final proposals in the matter may kindly be expedited

Yours sincerely,

Issue draft
Rs

M Seshadri, Esq , M A ,
Municipal Commissioner,
Bangalore City

Appendix F G—1]

SUBJECT

Section ML

File No 150—35

Serial No

Draft II

No L 4195/

Diary No of letter replied to

To The Secretary

Mysore Harijan Seva Sangha

Malleswaram, Bangalore

General and Revenue Secretariat

( )

the *193*

Sir,

Date of issue 10—12—36

I am directed to acknowledge the receipt of your letter dated 30-11-36 requesting that early orders may be passed on the recommendations of the Bangalore city Municipal council for the grant of leave, gratuity, maternity benefit etc to the sweepers and scavengers of the Municipality and to state that the matter is under the consideration of the Govt

I have etc

Signed by Mr B ,

List of enclosures

Copied by

Examined by

4/12/36 for Chief Secy to Govt

Rmr

WD 03601—GPB—30 000—23 9 35

GOVERNMENT OF HIS HIGHNESS THE MAHARAJA OF MYSORE

General and Revenue Secretariat

No L 4195/Rul 150-35 *Dated Bangalore* 9th December 193 6

From

The *Chief Secretary to the Government of His Highness the Maharaja of Mysore*

To

The Secretary,
Mysore Harijan Sevaka Sangha,
Malleswaram, Bangalore

Sir

I am directed to acknowledge the receipt of your letter dated 30-11-1936 requesting that early orders may be passed on the recommendations of the Bangalore City Municipal Council for the grant of leave, gratuity, maternity benefit etc , to the sweepers and scavengers of the Municipality and to state that the matter is under the consideration of Government

I have the honour to be,
Sir,
Your most obedient servant,

(Your draft)

For Chief Secretary to Government

RMR

D O No As/ 1560 35 38

Office of the Municipal Commissioner

Dated, Bangalore 11th December 1936

Dear Sir,

With reference to your D O No L 4194 dated the 10th December 1936 in the matter of the grant of certain facilities and privileges to the Sweepers and Scavengers of this Municipality, I write this to state that the matter is before the Managing Committee The resolution of the Committee will be placed before the Council and their resolution will be reported to you in due course

Yours sincerely,

B T Kesavaiengar, Esq., B A.,
Chief Secretary to Government,
Bangalore

M)

1900-
L

BANGALORE CITY MUNICIPALITY

MUNICIPAL OFFICES

No A1-1560 35
Secs 2

Bangalore 7-10- *1937*

9 OCT

From

M SESHADRI ESQ M A
MUNICIPAL COMMISSIONER
Bangalore City

To

P H Krishna Rao, Esq , " A ,
~~Chief~~ Secretary to the Government of
His Highness the Maharaja of Mysore
L S G Department, Bangalore

SIR

With reference to correspondence ending with your letter No L 8316/' 1 150-35-2 dated 29-4-36 in the matter of granting certain - concessions to the sweepers and scavengers of this Municipality with a view to improve their conditions, I have the honour to forward herewith a copy of the resolution of the Municipal Council passed at their meeting held on 11-9-1937 resolving that the payment of gratuity is absolutely necessary (2) that no reduction in case of pay is possible (3) that in addition to 12 days' Casual Leave only one kind of leave of 15 days in a year subject to a maximum of a month in cases of - sickness may be granted to males, (4) that in the cases of females 6 weeks maternity leave be given and (5) that they need not be retired compulsorily, at the age of sixty

A copy of note prepared by Dr T Chendrasekariah, Ex-Health Officer of this Municipality, discussing the system prevailing in other Municipal Corporations, is also enclosed

I have the honour to be,
Sir,
Your most obedient servant

Forwarded with compliments

Honorary President.

Municipal Commissioner

PSV

PROCEEDINGS OF THE ADJOURNED ORDINARY GENERAL MEETING OF THE CITY MUNICIPAL COUNCIL, BANGALORE, HELD ON SATURDAY THE 11th SEPTEMBER 1937, AT 12 NOON, IN THE COUNCIL CHAMBER OF THE CITY MUNICIPAL OFFICES, BANGALORE.

****

Present

P. SUBBARAMA CHETTY.
(Hon. President).

Councillors.

1	Mr	R.Venkataswamy	Messrs 14	C N Narasinga Rao
2.	"	N Balakrishniah	15	M.Shamaraja Iyengar
3.	"	L.H Hanumanthappa	16.	M Gubbiah
4	"	Belur Srinivasa Iyengar	17	C M.Garudachar
5	"	K.S Bhashyam Iyengar	18.	P.M Ramasarma
6	"	Vaidyaraja D. Rameswara Sa	19	L Krishnaswamy Pillay
7.	"	Ramalal Dhiwari	20.	S K.Venkataranga Iyengar
8	"	K M Naganna	21	S L Mannoji Rao
9	"	D S Shankarappa Setty	22	O.S Nasrulla Sheriff
10	"	P M Purushotham Naidu	23	B Abdul Rahmon
11	"	D Venkataramanappa	24.	M.Royan
12	"	B L Byanna	25.	P Murugesam Pillai
13	"	M Muniswamy	26.	Sri R Kalyanamma

Absent

1 Mr S N.M.Razvi

2. Mr. M.R.Narasimha Iyengar

3. Mr. M.Abdul Majid

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Subject - 32

Opinion of the managing committee Meeting dated 2nd August 1937 that with regard to improving the conditions of employment of sweepers and scavengers in the City Municipality, that (1) the payment of gratuity is absolutely necessary, (2) in case of pay, no reduction is possible, (3) that as regards leave for men, only one kind of leave of 15 days in a year, subject to a maximum period of one month in case of sickness in addition to 12 days casual leave be granted, (4) that in case of women, 6 weeks maternity leave be given and (5) that they need not be compulsorily retired at the age of sixty

Resolution - A p p r o v e d

"C o p y

Sd/- P Subbarama Chetty,
on President

BS

Municipal Commissioner

A note by Dr T Chendrasekharaiah, Ex- Health Officer

Services permanent or temporary

1 From the information received in regard to the condition of employment of sweepers and scavangers in the different Municipalities it will be seen that their services are temporary except in Madras, Bombay and Lahore, where their services are permanent

If permanent, pensionable or not

2 The appointments are not pensionable in any of these Municipalities In Madras bonus is paid to the retiring coolies and gratuity to the heirs of the deceased in destitute condition, according to the scale fixed for the purpose and bonus is paid for approved and continuous services and for satisfactory work and conduct as per scale furnished below

Above 5 years service	3 months pay
" 10 "	6 "
" 15 "	9 "
" 20 "	12 "

No bonus is payable to persons dismissed for misconduct irregular attendance or inefficient work etc ,

In Bombay Municipality the incumbents are eligible for the benefits of provident fund which has been introduced since the year 1920

In Poona the sweepers are however paid gratuity on reduction of establishement

Leave to Sweepers and Scavangers

3 In Mysore 3 days sick leave is granted with pay, per month per sweeper and 15 days Maternity leave is granted with pay, to women sweepers In Civil and Military Station Municipality leave with substitute is allowed and no maternity leave is granted to the female workers

In Madras they are entitled for several kinds of leave as noted below -

1 15 days leave with pay for every year of active service

2 Sick leave on half pay up to a maximum period of two months in a year

3 In the case of coolies who are admitted as inpatients in Isolation Hospitals on account of infectious diseases leave with full pay is granted for the period of their stay in the Hospital No maternity leave is granted to female scavengers

In Bombay the employees are entitled to 12 days casual leave with pay in a year in addition to accident or injury leave on the following scale -

1 If the length of service is less than 5 years 1 month's full pay and 2 months half pay

2 For more than 5 years, but less than 10 years, 2 month full pay and 2 months half pay

3 For more than 10 years but less than 15 years, 3 months full pay and 2 months half pay

4 For more than 15 years but less than 20 years, 4 months full pay and 2 months half pay

5 For more than 20 years 4 months full pay and 4 months half pay

The female employees are also allowed maternity leave on full pay for a period not exceeding 42 days including the date of confinement No other leave with allowances is admissible to them But they are entitled to one mo months leave without pay for every 12 months duty performed an and the amount of such leave admissible at one time is 4 months which in special circumstances is extended for a further period not exceeding two months

In Lahore leave without pay is granted and the period is not fixed , 3 months maternity leave is granted to the female workers

In Salem sick leave for a period of one month is granted and hence they are paid sick leave allowance and Maternity leave is being granted for a period of 2 months besides the special sick leave

In Poona no leave is given to the sweepers and scavengers and not even the Maternity leave is given

In Madura no leave except half holiday on Sunday afternoon is granted to the female workers for 15 days with full pay as allowances

Are appointments hereditary

4 In none of these Municipalities ~~are~~ the appointments hereditary but still applications of their relations are considered while filling up the vacancies and preferemce is given at the time of filling the vacant posts to the nearest relative of a retiring or dead servant In the case of families in destitute condition one of the children of the deceased employee is provided with an appointment so that he can be of some help to the family

Scale of pay

5 In Mysore the scale of pay to the sweepers or scavengers is Rs,12, 10, 9, 8, and 7 Male sweepers are started in one of these grades according to the vacancy Female sweepers are started and given the pay in the scales of Rs 9/- and below Usually boys and girls are not being employed

In Civil and Military Station Municipality the scale of pay for adult males is 11/- and Rs 10/- females Rs 10/- Boys is 8/- No girls are entertained

In Madras the scale of pay is as follows

Sweepers and scavengers (Males)	17-8-20
Female scavengers	13-8-16
Boys	6- 8- 9

Girls are not generally appointed but if appointed they can be given the same scale of pay as boys

In Bombay the scales are as follows :-

	Males	Females
Sweepers (Halalkhores)	23-8-0	23-8-0
Scavengers	23-0-0	19-0-0
Street boys	18-0-0	

In Lahore the scale is as follows

In Lahore the scale is as follows

Whole time sweepers at 16/- per mensem each

Part time sweepers at 8/-

No boy or girl sweepers are employed

In Salem -

Adult males Rs 10/-

Females Rs 9/-

In Poona City there is no distinction with regard to pay such as males and females or boys and girls

In Madura they are paid Rs 11/- and P 10/- per mensem for adult males and females respectively No boys and girls are employed

Other information

6 In Madras the rules in force for recruitment and retirement of and grant of leave to labourers are as follows -

1 No labourer above the age of 30 years should be appointed in permanent vacancies without the orders of the Head of the Department

2 Labourers should not be taken on permanently and service rolls opened without producing a medical certificate of fitness from the Health Officer or his Assistants or from such Medical Officers in charge of Corporation dispensaries authorised by him to issue medical certificates in this behalf

3 Leave of absence due to sickness may be allowed to labourers on production of certificate from the Medical Officer in charge of corporation dispensaries or Government Hospitals

4 Labourers will be retired from service on a certificate of incapacity for further service from the Health Officer, his two Assistant Health Officers or Superintendent, Child Welfare Scheme

In Bombay the employees are provided with accommodation at a nominal rental as shown below -

Lalalkhore Scavengers Male or female 10/8 as per month do

Scavengers female	5	as per month
Street boys	5	do

In Madura the menials are punished by suspending or stopping them for any fault or bad work

Existing state in Bangalore City Municipality

In the Bangalore City Municipality the services of the sweepers and scavengers are permanent so long as they continue to be in service The appointment is not pensionable They are not entitled to any kind of leave except a half holiday on Sunday afternoon No maternity leave is granted to the female workers Though the appointments are not hereditary, preference is given at the time of filling the vacant posts to the nearest relative of the retiring or dead servant The scale of pay is Rs 5/- 8/-, 10/-, 11/-, and 12 each per month

Suggestions for improving the condition of the Bangalore City Sweepers & Scavengers

It is but fair that concessions on similar lines are shown to the menial staff in the Bangalore City Municipality and the following are a few suggestions

1 They may be provided with accommodation at a nominal rental preferably free of rent

2 Pay leave, pension and other conditions of service of the Sweepers and Scavengers of the Bangalore City Municipality

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There are 650 Sweepers and Scavengers in this Municipality at present of this 262 are women and the rest men, there being only a few boys Their appointment is not pensionable and they are not granted any leave except half a holiday on Sunday afternoons No maternity leave is granted to the female workers The appointments are not hereditary but preference is given to the relations of the workers when filling up vacancies When the persons want to go out of the station or are ill they produce substitutes to work in their place and the wages are paid to the substitutes the absentee getting nothing

In Bombay and other Municipalities maternity and sick leave befits and bonus etc , are paid to the sweeping and scavenging staff and it is only very fair and reasonable that similar - concessions should be shown here to our sanitary staff especially to these who work for us more or less permanently, give the best years of their life in the service of the Municipality

The following concessions may be shown as a beginning

1 Leave

(a) Casual leave 12 days casusal leave in a year or one day in a month may be granted

(b) Privilege leave 15 days privilege leave per year

(c) Sick leave 15 days sick leave on full pay if privilege leave is not at the credit of a person, to be extended to a month on the certificate of the Health Officer or the - certificate of the Medical Officer in charge of a Hospital when the person is an inpatient

Maternity leave (d) One month's maternity leave on full pay

11 Scale of pay

The persons are now getting s 5,8,10,11 and 12 To give incentive for better work the appointments may be grouped into 2 grades ie , 7-1-10 After 10 years of service s 10-1-12

111 Pension and Gratuity

To give a sense of security in service and the expectation of a reward at the end of a long period of honest service, After 5 years of approved service Gratuity may be paid at the rate of half a months salary for each year of service Gratuity will be paid only after 10 years of service except in the case of death Granting of leave and pensions implies the maintenance of service registers of those hands and accounts and a voluminous correspondence and the work requires at least one accountant, one clerk to cope with i efficiently The present staff is too inadequate for the present work itself The proposal involves an annual recurring expenditure of -

or s 10,000/- approximately but the Municipality being a big employer, it should provide adequate amenities to its employees especially for these ill paid hardworking illeterate hand to make them contented and have a sense of security and permanency of work, to induce them to do their best, to give satisfaction - in their work It will be found in the long run that contented labour is efficient labour

Total number of hands 650/-

1	Privilege and sick leave allowances	650 X 10	Rs	6500
2	aternity leave	25 X 10	Rs	250
3	Gratuity at 150 per hand (30 X 5)	150 X 6	Rs	900
4	1 Accountant on Rs 40-2-50	46 X 12		552
5	1 Clerk 25-1-40	33 X 12		396
5	The number of hands have been increased by nearly 300 during past 5 or 6 years but the supervising - staff have not been increased at least 8 diffedars on Rs 12/- is necessary-	96 X 12		1152
		Total	Rs	9750 or Rs 10,000/-

C o p y

M Pathadras
Municipal Commissioner.
8/10

S. O.

Government of His Highness the Maharaja of Mysore

GENERAL AND REVENUE DEPARTMENTS

G O No L 5747 60—Ml 160 35 15 dated 17th January 1938

Leave

Issues rules regarding the grant of —— to the menial employees in the Sanitary Conservancy and Engineering Departments of the several Municipalities

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ORDER No L 5747 60—ML 160 35 15 DATED BANGALORE THE 17TH JANUARY 1938

A resolution was passed by the Representative Assembly during the Birthday Session in 1935 recommending that the menial employees in the Sanitary Conservancy and Engineering Departments of the City Town and Minor Municipalities might be given the same benefits of leave and pension or gratuity as are allowed to other menials such as peons and daffedars in Municipal services Government promised to issue circular instructions to all Municipalities inviting their proposals in the matter

2 As a result of such circular instructions several proposals have been submitted to Government by the Municipal Councils in the State After a careful consideration of all the proposals Government are pleased to issue the following rules under Sections 228 (2) (c) 204 (2) (c) and 29 (2) of the City Town and Minor Municipalities Acts respectively for the grant of leave to the employees referred to above for adoption by the several Municipal Councils —

(1) The Presidents of Municipal Councils and the Municipal Commissioner Bangalore City may sanction leave of absence on full pay to all menials and appoint substitutes for them subject to the following conditions —

(i) That the period of absence does not exceed a month in each case or in any official year and

(ii) that the leave is necessitated by the illness of the servant or some member of his family

(2) Casual leave may be granted for 15 days in each calendar year but for not more than 7 days at a time provided that no extra cost is involved to the Municipality on this account

(3) Maternity leave on full pay in the case of permanent women employees may be granted up to a period of eight weeks in respect of each confinement the leave not extending beyond six weeks from the date of confinement

P H KRISHNA RAO,
Secretary to Government
Local Self Government Department

To—The Deputy Commissioners of Districts
The Municipal Commissioner Bangalore City through the President City Municipal Council
The President City Municipal Council Mysore
The Director of Public Health in Mysore
The Comptroller to Government through the Financial Secretariat

Exd —C K

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